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Faculty Diversity, Development, and Equity Committee Minutes, March 30, 2012

Utah State University

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Recommended Citation

Utah State University, "Faculty Diversity, Development, and Equity Committee Minutes, March 30, 2012" (2012). *Faculty Diversity, Development, and Equity Committee*. Paper 22.

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Attendees: Troy Berkert, Virginia Exton, Donna Carter, Lucy Delgadillo, Man-Keun Kim, Phebe Jensen, Alexa Sand, Kevin Brewer, Christopher Neale, Ron Patterson (not able to connect via Skype)

Minutes:

Reviewed list of items undertaken this year:

- SERT is a great resource and FDDE should move forward with re-establishing SERT-type committee to support hiring of diverse faculty.
- Latinos @ USU. General disappointment over the failure of the Youth Discovery Inc. and USU potential grant opportunity. Chris has a meeting on Monday with the YDI to discuss issues. Lucy pointed out that the 2.5% Latino student population at USU is inflated by the 100 plus Dominican Republic students who attend USU. This is a topic FDDE needs to keep pursuing and reminding USU administrators that the Latino population of Utah is 13% and 2.5% is a dismal reflection of our failure to recruit Latinos. It was brought up that Native American recruitment is important particularly in regional campuses like Blanding and Vernal.
- Sexual Harassment Training at USU was brought up and it was decided to include in FDDE's final report the consensus that the SHT sessions need to be evaluated by attendees to gauge their effectiveness.
- The Tuition Waiver issue was averted by the last minute infusion of funding by the President but that this has postponed the problem and that FDDE and campus colleges and departments need to be vigilant at the prospect of losing the tuition waiver in the future by a future change of policy.
- Ethnic and gender statistics were reviewed and it became apparent that the data was flawed in some areas and we needed clarification on status of faculty, i.e., tenured and/or tenure track. The numbers did not seem adequate for RCDE and CHASS to mention two. Christopher and Suzanne will pursue the corrected data.

Miscellaneous Issues:

- Question came up about whether to include Vice Provost Janis Boettinger in our regularly scheduled meetings and it was decided it would be better to periodically invite

Janis when deemed appropriate, but keep her informed of our initiatives and get feedback.

- At next meeting we need to choose a new chair